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Bargaining Information Series

PAID VACATIONS AND PAID HOLIDAYS IN
ONTARIO COLLECTIVE AGREEMENTS

January 1977

Number 23

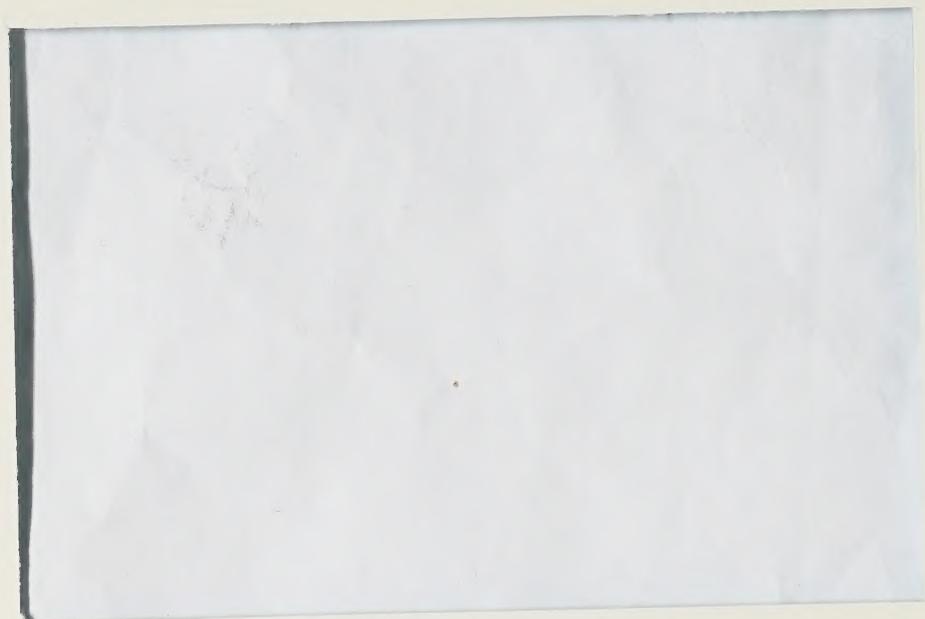


Ontario
Ministry of
Labour

Research
Branch

Toronto
Ontario





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ONTARIO COLLECTIVE AGREEMENTS

January 1977

Number 23

by
Research Branch
Ontario Ministry of Labour
June 1977

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Minister

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FOREWORD

This paper is designed to give quick access to current information on major elements of paid vacation and holiday provisions in Ontario collective agreements. This is the fifth report in the Bargaining Information Series to cover these subjects.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. For quick reference, the tables are preceded by a summary of their contents.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of January 1977, when the analysis was prepared, there were 890 such agreements, covering 734,154 employees, on file with the Collective Agreements Library of the Ministry of Labour.

The report was prepared by Lana Lee under the general supervision of Beth Kendall. For further information please call 965-6886.

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PAID VACATIONS

Maximum Amount of Paid Vacation

Of the 890 agreements analyzed, 877 (98 per cent), covering 99 per cent of the employees, had provisions for paid vacations. The agreements with no provisions were in the shipping and entertainment industries where the employees generally receive pay in lieu of vacation.

Five weeks was the most common maximum amount of paid vacation and was provided in 48 per cent of the 877 agreements for 55 per cent of the employees they cover. (see Table 1).

Industries where employees generally received fewer than 5 weeks maximum vacation were leather, textile, clothing, furniture and fixtures, transportation equipment, health and welfare, communications and personal services. Employees who received more than 5 weeks vacation were in the rubber, paper, forestry and transportation industries.

In the previous report on paid vacations in July 1976, 891 agreements were analyzed of which 877 (98 per cent) had provisions for paid vacations. Over the past six months there has been a slight increase in the number of agreements providing a maximum of 5 or more weeks vacation, and a corresponding decrease in the number providing fewer than 5 weeks. This continues the trend noted since the first report in this series on paid vacations in January 1975, as shown below

<u>Maximum Weeks of Vacation</u>	<u>Per cent of Total Agreements with Vacation Provisions</u>		
	<u>Jan. 1975</u>	<u>Jan. 1976</u>	<u>Jan. 1977</u>
More than 5 weeks	11	16	17
5 weeks	45	47	48
Fewer than 5 weeks	42	36	34

Vacation Schedule

Since the Employment Standards Act requires 2 weeks vacation after 12 months service, this report covers vacation schedules that provide more than 2 weeks vacation. Tables 2 to 5 give details of the length of service requirements for vacations of 3 to 6 weeks. Twelve agreements provided 7 weeks vacation; 1 after 24 years, 4 after 25 years, 5 after 30 years, 1 after 33 years and 1 after 35 years.

The following tabulation shows the percentages of the agreements analyzed with provisions for 3 to 6 weeks of paid vacation as of January 1977 and July 1976.

<u>Amount of Vacation</u>	<u>Per cent of Total Agreements Studied</u>		<u>Per cent of Total Employees Covered</u>	
	<u>July 1976</u>	<u>Jan. 1977</u>	<u>July 1976</u>	<u>Jan. 1977</u>
3 weeks	97	97	92	92
4 weeks	91	91	90	89
5 weeks	63	64	74	74
6 weeks	17	17	19	20

Changes in Paid Vacations since January 1975

Three Weeks Vacation: There was a slight increase in the proportion of agreements providing 3 weeks vacation after 5 or fewer years of service from 67 per cent in July 1976 to 70 per cent in January 1977. There was a slight decrease in 3 weeks vacation after 6 or more years of service down from 26 per cent to 27 per cent.

Four Weeks Vacation: There was a slight increase in the proportion of agreements providing 4 weeks vacation after 15 or fewer years of service (from 79 per cent in July 1976 to 81 per cent) and a slight decrease in 4 weeks vacation after 16 or more years of service, down from 15 per cent to 14 per cent.

Five Weeks Vacation: There was a slight increase in the proportion of agreements providing 5 weeks vacation after 20 years of service. This was mainly due to the reduction of service from 25 or less to 20 years in education and local administration agreements since July 1976.

Six Weeks Vacation: There was a slight decrease in the proportion of agreements providing six weeks vacation after more than 30 years' service (from 10 per cent in July 1976 to 5 per cent) and an increase after less than 30 years' service (from 40 per cent to 44 per cent).

The proportion of agreements providing longer vacations has increased over the past two years. In particular, the proportion providing 5 weeks and 6 weeks has increased from 56 per cent and 11 per cent respectively in January 1975 to 64 per cent and 17 per cent in January 1977.

In addition, there has been a trend over the past two years towards decreased service requirements, especially in the non-manufacturing sector, as noted in the individual tabulations below.

Three Weeks Vacation: The most common service requirement for three weeks vacation is 5 years and the proportion of agreements with this provision has increased over the past two years. This provision is now more prevalent in manufacturing industries. In the non-manufacturing sector there has been a growing trend for fewer than 5 years service to be eligible for 3 weeks vacation.

<u>Service Requirement and Date of Data</u>	<u>Per cent of Agreements with Provision</u>		
	<u>All Indus- ties</u>	<u>Manufac- turing</u>	<u>Non-Manufac- turing</u>
5 years:			
January 1975	34	33	34
January 1976	39	45	31
January 1977	42	52	30
Fewer than 5 years:			
January 1975	20	6	38
January 1976	26	7	48
January 1977	29	9	51

Four Weeks Vacation: The most common service requirement for four weeks vacation is 15 years and the proportion of agreements with this provision has remained constant over the past two years. There has been a trend for fewer than 15 years' service to be eligible for 4 weeks vacation, especially in the non-manufacturing sector.

<u>Service Requirement and Date of Data</u>	<u>Per cent of Agreements with Provision</u>		
	<u>All Indus- ties</u>	<u>Manufac- turing</u>	<u>Non-Manufac- turing</u>
15 years:			
January 1975	42	47	37
January 1976	43	53	33
January 1977	41	51	30
Fewer than 15 years:			
January 1975	22	11	34
January 1976	33	18	50
January 1977	40	26	55

Five Weeks Vacation: Although 25 years of service is the most common service requirement for 5 weeks vacation, the proportion of agreements with this provision decreased over the

past two years while the proportion providing 5 weeks' vacation after fewer than 25 years (especially 20 years service) has increased.

<u>Service Requirement and Date of Data</u>	<u>Per cent of Agreements with Provision</u>		
	<u>All Industries</u>	<u>Manufacturing</u>	<u>Non-Manufacturing</u>
25 years:			
January 1975	42	51	34
January 1976	37	49	24
January 1977	35	46	23
Fewer than 25 years:			
January 1975	31	31	32
January 1976	46	43	49
January 1977	49	48	51

Six Weeks Vacation: Thirty years of service is the most common service requirement for 6 weeks vacation. This has decreased slightly over the past two years while the proportion of agreements providing 6 weeks vacation after fewer than 30 years has increased.

<u>Service Requirement and Date of Data</u>	<u>Per cent of Agreements with Provision</u>		
	<u>All Industries</u>	<u>Manufacturing</u>	<u>Non-Manufacturing</u>
30 years:			
January 1975	46	50	30
January 1976	42	54	23
January 1977	43	50	34
Fewer than 30 years:			
January 1975	36	38	30
January 1976	39	35	45
January 1977,	45	43	46

Changes in Paid Vacations During Term of Agreement

A number of agreements provided for changes in their vacation allowances during the term of the contract. One form of change introduced a new provision; for example, a provision for six weeks vacation where previously the maximum amount of vacation was five weeks. Other changes reduced the service requirement to be eligible for specific vacation allowances. These changes are described below.

Three Weeks Vacation: Two agreements provided for a reduction of the service requirement to be eligible for 3 weeks' vacation; one from 10 to 7 years and one from 5 to 4 years.

Four Weeks Vacation: Two agreements introduced a new four-week provision during the term of the agreement (one after 20 years' service and one after 10 years'). Five other agreements provided for a reduction of the service requirement to be eligible for 4 weeks vacation, ranging from 17 years reduced to 16, to 12 years reduced to 10.

Five Weeks Vacation: One agreement introduced a new 5-week provision during the term of the agreement after 30 years' service. Three other agreements reduced the service requirement to be eligible for 5 weeks vacation; one from 27 to 26 years, one from 24 to 22 years and one from 20 to 18 years.

Six Weeks Vacation: One agreement introduced a new 6-week provision during the term of the agreement after 30 years' service.

PAID HOLIDAYS

Number of Paid Holidays

Of the 890 agreements analyzed, 878 (99 per cent), covering 98 per cent of the employees, provided for a given number of paid holidays per year. The agreements with no provision were mostly in the communications and entertainment industries (see Table 6).

As the following tabulation shows, 11 and 10 full days were the most common allowances, occurring in 37 and 25 per cent of the agreements with holiday provisions and covering 45 and 21 per cent of the employees, respectively. (For the sake of conciseness, some of the numbers in the tabulation below are combined in Table 6).

<u>Number of Paid Holidays Per Year</u>	<u>Agreements</u>	<u>Employees</u>
Total with provisions	878	721,851
7 days	1	234
8 days	6	7,319
8 and two-half days	4	1,793
9 days	63	45,421
9 and two-half days	29	10,503
10 days	216	154,001
10 and one-half days	5	1,642
10 and two-half days	25	20,397
11 days	328	324,530
11 and one-half days	9	2,915
11 and two-half days	21	8,764
12 days	80	44,866
12 and one-half days	3	983
12 and two-half days	1	366
13 days	35	27,072
13 and two-half days	1	750
14 days	16	11,754
15 days	14	48,200
16 days	2	895
Varies with employees covered	5	1,500
Changes during agreement	5	1,898
Other	9	6,048

Industries where a substantial number of contracts provided fewer than 10 holidays were clothing, printing and

publishing, and primary metal. Employees entitled to more than 11 holidays were in tobacco, transportation equipment, paper industries and forestry.

Changes in Paid Holidays since January 1975

Of the 891 agreements studied in July 1976, 879 (99 per cent) provided paid holidays. The most significant change that took place over the past 6 months was an increase in the number of agreements providing 11 or more statutory holidays from 54 to 60 per cent and a slight decrease in the number providing 10 or fewer from 38 to 37 per cent. This continues the trend noted since the first report in this series on paid holidays in January 1975, as shown below.

<u>Annual Number of Paid Holidays</u>	<u>Per cent of Agreements</u>		
	<u>Jan. 1977</u>	<u>Jan. 1976</u>	<u>Jan. 1975</u>
Fewer than 10 days	12	15	22
10 full days	25	27	29
11 full days	37	34	28
11½ or more days	23	20	18

Changes in Paid Holidays During Term of Agreement

Five agreements provided for changes in the number of holidays granted during the term of the agreement. In one, the number of paid holidays increased from 7 to 8, in another from 11 to 13 and in two the number increased from 12 to 13. The remaining agreement called for paid days off between Christmas and New Year's Day, with the number of days off varying each year depending on the day of the week Christmas falls.

Service Requirements for Holiday Pay

Fifty per cent of the agreements analyzed provided for a minimum service requirement before the employee would be eligible for holiday pay. Of the 440 agreements with this provision, 21 per cent required 30 or fewer calendar days and 18 per cent required 31 to 60 working days service.

<u>Service Requirements</u>	<u>Number of Agreements</u>	<u>Number of Employees</u>
Total with service requirements	440	319,219
<u>Calendar Days</u>		
30 or fewer days	93	82,013
31 to 60 days	40	16,529
61 to 90 days	23	38,816
<u>Working Days</u>		
30 or fewer days	64	34,932
31 to 60 days	79	28,758
61 to 90 days	9	29,769
<u>Weeks</u>	13	4,162
<u>Months</u>		
1 month	12	16,484
2 months	13	5,861
3 months	44	19,848
More than 3 months	8	3,001
<u>Other</u>	42	39,046

Work Requirements for Holiday Pay

Eighty-six per cent of the agreements analyzed required the employee to be at work on specified days to be eligible for holiday pay. Of the 755 agreements with this provision, 78 per cent, covering 73 per cent of the employees, required the employee to be at work the day before and the day after the holiday.

<u>Work Requirements</u>	<u>Number of Agreements</u>	<u>Number of Employees</u>
Total with work requirements	755	569,147
Day before and after holiday	587	413,966
Either day before or after holiday	16	13,316
Day before the holiday	6	2,389
Sometime during holiday week, payroll period or other specified period	57	57,358
Combinations of above	88	81,818
Other	1	300

Pay for Work on Paid Holidays

Eight hundred and seventy-two (98 per cent) of the agreements covering 97 per cent of the employees had a provision for pay for work on a paid holiday. These percentages have not changed since January 1975.

Three formulas were most commonly used to determine the amount of pay for work performed on holidays:

- (a) holiday pay plus either pay for the time worked or paid time off (68 per cent of those with a provision);
- (b) paid day off plus pay for the time worked;
- (c) choice of holiday pay or paid day off plus pay for the time worked.

Formula (a) was found in all industries except forestry and provincial administration. The other two were found chiefly in health and welfare, personal services, provincial and local administration.

As in July 1976, the most prevalent forms of payment for holidays worked were: holiday pay plus time-and-one-half for the time worked (32 per cent of the 872 agreements, covering 25 per cent of the employees); and holiday pay plus double time for the time worked (32 per cent of the agreements, covering 33 per cent of the employees). (See Table 7).

TABLE 1

Maximum Amount of Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Total with vacation provisions		Maximum Number of Weeks of Paid Vacations							
			2 Weeks		3 Weeks		4 Weeks		4½ Weeks	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	877	724,590	11	43,480	54	24,458	229	99,289	6	4,934
Manufacturing	460	298,275	4	38,068	42	19,504	116	44,496	6	4,934
Food, Beverages	46	21,462	-	-	-	-	9	2,521	-	-
Tobacco	3	1,464	-	-	-	-	-	-	-	-
Rubber, Plastics	16	9,601	-	-	1	270	1	230	-	-
Leather	9	3,058	-	-	4	1,136	2	860	-	-
Textiles	28	11,585	1	450	3	1,134	15	5,147	-	-
Knitting Mills	3	795	-	-	-	-	2	495	-	-
Clothing	9	8,612	-	-	7	7,122	-	-	-	-
Wood	14	3,866	-	-	2	470	6	1,473	-	-
Furniture, Fixtures	13	4,368	-	-	2	1,084	8	2,415	-	-
Paper	39	16,924	-	-	-	-	1	242	-	-
Printing and Publishing	11	6,582	-	-	-	-	4	2,189	-	-
Primary Metals	28	31,389	-	-	3	1,150	4	1,411	-	-
Fabricated Metals	55	19,641	-	-	3	894	14	4,306	-	-
Machinery	23	15,344	-	-	-	-	6	2,365	-	-
Transportation Equip	55	80,040	3	37,618	13	4,756	13	8,174	6	4,934
Electrical Products	56	39,390	-	-	1	526	16	5,590	-	-
Non-Metallic Minerals	18	8,710	-	-	2	677	7	3,897	-	-
Petroleum, Oil	3	1,347	-	-	-	-	-	-	-	-
Chemicals	14	6,814	-	-	-	-	1	200	-	-
Miscellaneous Mfg.	17	7,283	-	-	1	285	7	2,981	-	-
Non-Manufacturing ¹	417	426,315	7	5,412	12	4,954	113	54,793	-	-
Forestry	12	6,603	-	-	-	-	-	-	-	-
Mining, Quarrying	20	25,537	-	-	-	-	5	2,226	-	-
Transportation	31	48,744	-	-	-	-	1	297	-	-
Storage	2	1,925	-	-	-	-	1	225	-	-
Communications	14	37,381	6	5,100	-	-	2	13,127	-	-
Electric, Gas, Water	14	19,924	-	-	-	-	-	-	-	-
Wholesale Trade	6	1,706	1	312	-	-	2	444	-	-
Retail Trade	19	36,200	-	-	-	-	1	1,080	-	-
Finance, Insurance, Real Estate	2	701	-	-	1	200	1	501	-	-
Education	54	26,241	-	-	-	-	14	4,947	-	-
Health, Welfare	102	38,547	-	-	2	756	72	26,611	-	-
Recreational Services	-	-	-	-	-	-	-	-	-	-
Management Services	8	2,999	-	-	-	-	1	290	-	-
Personal Services	19	8,249	-	-	8	3,748	10	3,903	-	-
Miscellaneous Services	2	571	-	-	1	250	1	321	-	-
Federal Admin.	52	95,470	-	-	-	-	1	591	-	-
Provincial Admin.	7	40,953	-	-	-	-	-	-	-	-
Local Admin.	53	34,564	-	-	-	-	1	230	-	-

1. Excludes construction.

TABLE 1 (Cont'd)

Maximum Amount of Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Maximum Number of Weeks of Paid Vacations									
	5 Weeks		6 Weeks		7 Weeks		Varies with Employees Covered		Changes during Agreement	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries	417	400,451	141	131,665	12	12,499	3	4,331	4	3,483
Manufacturing	200	118,304	81	59,667	7	9,819	-	-	4	3,483
Food, Beverages	30	14,464	4	3,240	3	1,237	-	-	-	-
Tobacco	2	818	1	646	-	-	-	-	-	-
Rubber, Plastics	2	625	12	8,476	-	-	-	-	-	-
Leather	3	1,062	-	-	-	-	-	-	-	-
Textiles	8	3,489	1	1,365	-	-	-	-	-	-
Knitting Mills	1	300	-	-	-	-	-	-	-	-
Clothing	2	1,490	-	-	-	-	-	-	-	-
Wood	6	1,923	-	-	-	-	-	-	-	-
Furniture, Fixtures	2	594	1	275	-	-	-	-	-	-
Paper	12	4,157	26	12,525	-	-	-	-	-	-
Printing and Publishing	7	4,393	-	-	-	-	-	-	-	-
Primary Metals	8	3,453	8	16,583	4	8,582	-	-	1	210
Fabricated Metals	30	11,240	8	3,201	-	-	-	-	-	-
Machinery	12	10,244	4	2,360	-	-	-	-	1	375
Transportation Equip	17	22,440	2	1,440	-	-	-	-	1	678
Electrical Products	31	24,867	7	6,187	-	-	-	-	1	2,220
Non-Metallic Minerals	8	3,911	1	225	-	-	-	-	-	-
Petroleum, Oil	3	1,347	-	-	-	-	-	-	-	-
Chemicals	9	4,934	4	1,680	-	-	-	-	-	-
Miscellaneous Mfg.	7	2,553	2	1,464	-	-	-	-	-	-
Non-Manufacturing ¹	217	282,147	60	71,998	5	2,680	3	4,331	-	-
Forestry	-	-	12	6,603	-	-	-	-	-	-
Mining, Quarrying	12	7,786	2	15,025	1	500	-	-	-	-
Transportation	12	16,216	18	32,231	-	-	-	-	-	-
Storage	-	-	1	1,700	-	-	-	-	-	-
Communications	6	19,154	-	-	-	-	-	-	-	-
Electric, Gas, Water	10	18,070	4	1,854	-	-	-	-	-	-
Wholesale Trade	3	950	-	-	-	-	-	-	-	-
Retail Trade	12	26,386	5	7,534	1	1,200	-	-	-	-
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	-	-
Education	29	13,449	10	4,045	-	-	1	3,800	-	-
Health, Welfare	27	10,870	-	-	-	-	1	310	-	-
Recreational Services	-	-	-	-	-	-	-	-	-	-
Management Services	6	2,497	1	212	-	-	-	-	-	-
Personal Services	1	598	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-	-
Federal Admin.	50	94,658	-	-	-	-	1	221	-	-
Provincial Admin.	7	40,953	-	-	-	-	-	-	-	-
Local Admin.	42	30,560	7	2,794	3	980	-	-	-	-

1. Excludes construction.

TABLE 2

Length of Service for Three Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Total with 3 weeks vacation provision		Length of Service							
			Less than 5 Years		5 Years		6 to 9 Years		10 Years	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries	865	677,310	247	281,677	362	258,186	165	61,596	36	33,474
Manufacturing	456	260,207	40	35,971	239	155,408	141	51,048	26	11,535
Food, Beverages	46	21,462	3	1,237	25	13,981	17	6,044	1	200
Tobacco	3	1,464	-	-	2	818	1	646	-	-
Rubber, Plastics	16	9,601	-	-	15	9,371	1	230	-	-
Leather	9	3,058	-	-	1	350	4	1,218	3	1,240
Textiles	27	11,135	1	248	9	5,002	8	2,160	8	3,107
Knitting Mills	3	795	-	-	-	-	5	795	-	-
Clothing	9	8,612	3	5,573	-	-	1	450	3	1,719
Wood	14	3,866	4	1,020	6	1,821	4	1,025	-	-
Furniture, Fixtures	13	4,368	-	-	4	1,079	7	2,766	2	523
Paper	39	16,924	-	-	27	13,067	12	3,857	-	-
Printing, Publishing	11	6,582	9	4,907	-	-	-	-	1	530
Primary Metals	28	31,389	3	1,495	18	25,752	4	2,371	3	1,771
Fabricated Metals	55	19,641	1	620	27	10,008	26	7,759	-	-
Machinery	23	15,344	-	-	14	11,759	7	2,385	-	-
Transportation Equip	52	42,422	5	14,840	24	15,584	18	9,445	4	2,195
Electrical Products	56	39,390	1	668	40	34,094	14	4,378	1	250
Non-Metallic Minerals	18	8,710	2	813	9	5,254	7	2,643	-	-
Petroleum, Oil	3	1,347	3	1,347	-	-	-	-	-	-
Chemicals	14	6,814	4	2,963	7	2,814	2	487	-	-
Miscellaneous Mfg.	17	7,283	1	240	11	4,654	5	2,389	-	-
Non-Manufacturing ¹	409	417,103	207	245,706	123	102,778	24	10,548	10	21,939
Forestry	12	6,603	-	-	2	1,787	-	-	-	-
Mining, Quarrying	20	25,537	-	-	11	4,478	2	651	7	20,408
Transportation	31	48,744	16	26,336	13	20,778	2	1,630	-	-
Storage	2	1,925	-	-	2	1,925	-	-	-	-
Communications	8	32,281	5	14,740	1	4,741	1	300	-	-
Electric, Gas, Water	14	19,924	6	16,765	8	3,159	-	-	-	-
Wholesale Trade	5	1,394	-	-	3	850	2	544	-	-
Retail Trade	19	36,200	2	3,700	17	32,500	-	-	-	-
Finance, Insurance, Real Estate	2	701	1	501	1	200	-	-	-	-
Education	53	22,441	45	20,334	7	1,846	-	-	-	-
Health, Welfare	102	38,547	50	17,822	22	8,781	3	1,264	-	-
Recreational Services	-	-	-	-	-	-	-	-	-	-
Management Services	8	2,999	6	2,497	2	502	-	-	-	-
Personal Services	19	8,249	1	300	3	1,235	12	5,183	3	1,531
Miscellaneous Services ...	2	571	-	-	2	571	-	-	-	-
Federal Admin.	52	95,470	48	92,857	1	591	-	-	-	-
Provincial Admin.	7	40,953	7	40,953	-	-	-	-	-	-
Local Admin.	53	34,564	20	8,901	28	18,834	2	976	-	-

1. Excludes construction.

TABLE 2. (Cont'd)

Length of Service for Three Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Length of Service									
	11 to 14 Years		15 Years		Varies with Employees Covered		Changes during Agreement		Other	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries	1	520	5	14,258	35	20,940	2	1,168	12	5,491
Manufacturing	1	520	4	1,758	3	2,799	2	1,168	-	-
Food, Beverage	-	-	-	-	-	-	-	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-	-
Leather	-	-	1	250	-	-	-	-	618	-
Textiles	-	-	-	-	-	-	1	618	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-	-
Clothing	1	520	1	350	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-	-
Paper	-	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	1	1,145	-	-	-	-
Primary Metals	-	-	-	-	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	1	1,254	-	-	-	-
Machinery	-	-	1	800	1	400	-	-	-	-
Transportation Equip	-	-	1	358	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	1	550	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing ¹	-	-	1	12,500	32	18,141	-	-	12	5,491
Forestry	-	-	-	-	-	-	-	-	10	4,816
Mining, Quarrying	-	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-	-
Communications	-	-	1	12,500	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	-	-
Education	-	-	-	-	1	261	-	-	-	-
Health, Welfare	-	-	-	-	26	10,433	-	-	1	247
Recreational Services	-	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-	-
Federal Admin.	-	-	-	-	3	2,022	-	-	-	-
Provincial Admin.	-	-	-	-	-	-	-	-	-	-
Local Admin.	-	-	-	-	2	5,425	-	-	1	428

1. Excludes construction.

TABLE 3

Length of Service for Four Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

- 14 -

Industry	Length of Service														
	Total with 4 weeks vacation		Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years		15 Years		
	Agnts	Empls	Agnts	Empls	Agnts	Empls	Agnts	Empls	Agnts	Empls	Agnts	Empls	Agnts	Empls	
All Industries	812	656,755	26	11,490	1	367	10	4,777	86	76,907	205	154,799	329	309,832	
Manufacturing	414	240,806	1	236	-	-	6	3,669	29	20,664	71	49,856	210	129,555	
Food, Beverages	46	21,462	-	-	-	-	-	-	4	1,437	10	5,165	24	12,428	
Tobacco	3	1,464	-	-	-	-	-	-	-	-	3	1,464	-	-	
Rubber, Plastics	15	9,331	-	-	-	-	-	-	-	-	1	410	14	8,921	
Leather	5	1,922	-	-	-	-	-	-	-	-	2	332	2	730	
Textiles	24	10,001	-	-	-	-	-	-	2	1,613	-	-	12	4,682	
Knitting Mills	3	795	-	-	-	-	-	-	-	-	-	-	1	300	
Clothing	2	1,490	-	-	-	-	-	-	-	-	-	-	-	-	
Wood	12	3,396	-	-	-	-	-	-	-	-	5	1,263	6	1,888	
Furniture, Fixtures	11	3,284	-	-	-	-	-	-	-	-	2	519	4	1,110	
Paper	39	16,924	-	-	-	-	-	-	-	-	4	1,724	32	14,517	
Printing, Publishing	11	6,582	1	236	-	-	4	2,408	1	310	2	1,190	2	1,293	
Primary Metals	25	30,239	-	-	-	-	-	-	8	10,477	7	15,348	4	1,872	
Fabricated Metals	52	18,747	-	-	-	-	-	-	1	360	10	3,210	20	7,828	
Machinery	23	15,344	-	-	-	-	-	-	-	-	4	2,760	11	9,386	
Transportation Equip	38	37,392	-	-	-	-	-	-	1	450	1	1,100	23	30,132	
Electrical Products	55	38,864	-	-	-	-	-	-	-	-	13	11,847	33	24,372	
Non-Metallic Minerals	17	8,410	-	-	-	-	-	-	-	-	2	813	4	4,461	
Petroleum, Oil	3	1,347	-	-	-	-	-	-	3	1,347	-	-	-	-	
Chemicals	14	6,814	-	-	-	-	-	1	811	7	4,005	1	277	4	
Miscellaneous Mfg	16	6,998	-	-	-	-	-	-	-	-	3	1,136	10	4,664	
Non-Manufacturing ¹	398	415,949	25	11,254	1	367	4	1,108	57	56,243	134	104,943	119	180,277	
Forestry	12	6,603	-	-	-	-	-	-	-	-	-	-	2	1,787	
Mining, Quarrying	20	25,537	-	-	-	-	-	-	8	3,662	1	410	3	826	
Transportation	31	48,744	-	-	-	-	-	-	7	11,860	23	36,591	1	293	
Storage	2	1,925	-	-	-	-	-	-	-	-	1	1,700	1	225	
Communications	8	32,281	-	-	-	-	-	-	-	-	3	6,354	3	13,127	
Electric, Gas, Water	14	19,924	-	-	-	-	-	-	-	-	11	4,191	3	15,733	
Wholesale Trade	5	1,394	-	-	-	-	-	-	3	850	-	-	1	244	
Retail Trade	19	36,200	-	-	-	-	-	2	563	13	30,012	2	2,045	1	2,500
Finance, Insurance	1	501	-	-	-	-	-	-	1	208	17	6,431	27	10,627	
Real Estate	54	26,241	1	3,800	-	-	1	367	1	3	1,025	24	9,463	26	9,740
Education	100	37,791	22	6,869	1	-	-	-	-	-	-	-	-	-	
Health, Welfare	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Recreational Services	8	2,999	-	-	-	-	-	-	-	-	-	-	8	2,999	
Management Services	11	4,501	-	-	-	-	-	-	1	337	-	-	2	2,141	
Personal Services	1	321	-	-	-	-	-	-	-	-	1	495	4	7,477	
Miscellaneous Services	52	95,470	1	355	-	-	-	-	-	-	1	321	-	39	
Federal Admin.	7	40,953	-	-	-	-	-	-	-	-	1	7,477	7	76,920	
Provincial Admin.	53	34,564	1	230	-	-	-	-	-	-	5	1,908	35	40,953	
Local Admin.														12	

1 Excludes construction.

TABLE 3 (Cont'd)

Length of Service for Four Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Length of Service											
	16 to 19 Years			20 Years			Over 20 Years			Varies with Employees Covered		
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts			
All Industries	76	31,352	30	31,509	6	14,728	24	12,103	7	2,638	12	6,253
Manufacturing	63	19,998	21	9,768	5	2,228	1	1,254	6	2,433	1	1,145
Food, Beverages	7	1,943	1	489	-	-	-	-	-	-	-	
Tobacco	-	-	-	-	-	-	-	-	-	-	-	
Rubber, Plastics	-	200	-	-	-	-	-	-	-	-	-	
Leather	1	528	4	1,495	3	660	-	-	-	-	-	
Textiles	2	495	-	-	-	1,162	-	-	-	-	-	
Knitting Mills	-	-	2	1,490	-	-	-	-	-	-	-	
Clothing	-	245	-	-	-	-	-	-	-	-	-	
Wood	1	775	3	880	-	-	-	-	-	-	-	
Furniture, Fixtures	2	883	-	-	-	-	-	-	-	-	-	
Paper	-	-	2	1,521	1	406	-	-	-	-	-	
Printing, Publishing	1	200	2	1,000	-	-	1,254	-	2	415	-	
Primary Metals	20	6,095	-	2,208	-	-	-	-	-	-	-	
Fabricated Metals	6	2,198	2	685	-	-	-	-	-	-	-	
Machinery	5	2,253	5	-	-	-	-	-	-	-	-	
Transportation Equip	7	1,960	2	-	-	-	-	-	-	-	-	
Electrical Products	3	1,025	-	-	-	-	-	-	-	-	-	
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-	-	-	
Petroleum, Oil	-	-	-	-	-	-	-	-	-	-	-	
Chemicals	3	1,198	-	-	-	-	-	-	-	-	-	
Miscellaneous Mfg	3	11,354	9	21,741	1	12,500	23	10,849	1	205	11	5,108
Non-Manufacturing ¹	13	-	-	-	-	-	-	-	-	-	-	
Forestry	-	-	-	-	-	-	-	-	-	-	-	
Mining, Quarrying	1	257	7	20,382	-	-	-	-	-	-	-	
Transportation	-	-	-	-	-	-	-	-	-	-	-	
Storage	-	-	-	-	-	-	-	-	-	-	-	
Communications	1	300	-	-	1	12,500	-	-	-	-	-	
Electric, Gas, Water	-	-	-	-	-	-	-	-	-	-	-	
Wholesale Trade	1	300	-	1	1,080	-	-	-	-	-	-	
Retail Trade	-	-	-	-	-	-	-	-	-	-	-	
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	-	-	-	
Education	-	-	-	-	-	-	-	-	-	-	-	
Health, Welfare	3	1,264	-	-	-	-	-	-	-	-	-	
Recreational Services	-	-	-	-	-	-	-	-	-	-	-	
Management Services	3	1,032	-	-	-	-	-	-	-	-	-	
Personal Services	-	8,201	-	-	-	-	-	-	-	-	-	
Miscellaneous Services	4	-	-	-	-	-	-	-	-	-	-	
Federal Admin.	-	-	-	-	-	-	-	-	-	-	-	
Provincial Admin.	-	-	-	-	-	-	-	-	-	-	-	
Local Admin.	-	-	-	-	-	-	-	-	-	-	-	

1. Excludes construction.

TABLE 4

Length of Service for Five Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Total with 5 weeks vacation provision		Length of Service							
			15 Years		16 to 19 Years		20 Years		21 to 24 Years	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries	571	546,896	12	12,634	15	8,834	134	115,143	121	107,424
Manufacturing	288	189,850	8	10,269	6	4,154	72	57,772	52	39,622
Food, Beverages	37	18,941	3	1,237	-	-	6	3,968	14	8,499
Tobacco	3	1,464	-	-	3	1,464	-	-	-	-
Rubber, Plastics	14	9,101	-	-	-	-	13	8,691	1	410
Leather	3	1,062	-	-	-	-	-	-	1	380
Textiles	9	4,854	-	-	-	-	2	1,613	-	-
Knitting Mills	1	300	-	-	-	-	1	300	-	-
Clothing	2	1,490	-	-	-	-	-	-	-	-
Wood	6	1,923	-	-	-	-	-	-	2	615
Furniture, Fixtures	3	869	-	-	-	-	1	275	1	244
Paper	38	16,682	-	-	-	-	2	498	5	1,949
Printing and Publishing ..	7	4,393	-	-	-	-	4	2,408	1	310
Primary Metals	19	28,418	4	8,582	-	-	3	1,489	5	14,154
Fabricated Metals	36	13,861	-	-	-	-	6	3,105	9	2,906
Machinery	17	12,979	-	-	2	1,879	5	7,581	3	1,150
Transportation Equip.	19	23,880	1	450	-	-	9	18,869	1	1,100
Electrical Products	39	33,274	-	-	-	-	3	1,250	7	6,994
Non-Metallic Minerals	10	4,381	-	-	-	-	4	1,262	1	590
Petroleum, Oil	3	1,347	-	-	-	-	3	1,347	-	-
Chemicals	13	6,614	-	-	1	811	9	4,722	1	321
Miscellaneous Mfg.	9	4,017	-	-	-	-	1	394	-	-
Non-Manufacturing ¹	283	357,046	4	2,365	9	4,680	62	57,371	69	67,802
Forestry	12	6,603	-	-	-	-	-	-	-	-
Mining, Quarrying	15	23,311	3	1,165	-	-	3	1,408	-	-
Transportation	30	48,447	-	-	-	-	11	15,154	17	32,028
Storage	1	1,700	-	-	1	1,700	-	-	-	-
Communications	6	19,154	-	-	-	-	-	-	1	4,741
Electric, Gas, Water	14	19,924	-	-	-	-	1	473	4	1,190
Wholesale Trade	3	950	-	-	-	-	2	550	-	-
Retail Trade	18	35,120	1	1,200	2	563	12	28,812	2	2,045
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	-	-
Education	39	17,494	-	-	1	208	16	5,322	17	7,088
Health, Welfare	27	10,870	-	-	2	883	3	891	4	1,212
Recreational Services	-	-	-	-	-	-	-	-	-	-
Management Services	7	2,709	-	-	-	-	-	-	1	212
Personal Services	1	598	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-	-
Federal Admin.	51	94,879	-	-	-	-	-	-	-	-
Provincial Admin.	7	40,953	-	-	-	-	-	-	-	-
Local Admin.	52	34,334	-	-	3	1,326	14	4,761	23	19,286

1. Excludes construction

TABLE 4 (Cont'd)

Length of Service for Five Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Length of Service											
	25 years		26 to 29 years		30 years		Over 30 years		Changes during agreement		Other	
	Agmts	Emps	Agmts	Emps	Agmts	Emps	Agmts	Emps	Agmts	Emps	Agmts	Emps
All Industries	197	183,892	42	84,450	31	24,574	2	1,490	4	1,782	13	6,673
Manufacturing	131	68,646	9	4,768	5	1,295	2	1,490	2	580	1	1,254
Food, Beverages	14	5,284	-	-	-	-	-	-	-	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-	-	-	-
Leather	1	332	-	-	1	350	-	-	-	-	-	-
Textiles	6	2,956	1	285	-	-	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	2	1,490	-	-	-	-
Wood	4	1,308	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	1	350	-	-	-	-	-	-	-	-	-	-
Paper	29	13,710	1	300	1	225	-	-	-	-	-	-
Printing and Publishing	2	1,675	-	-	-	-	-	-	-	-	-	-
Primary metals	6	3,988	-	-	-	-	-	-	1	205	-	-
Fabricated Metals	16	5,267	3	1,109	1	220	-	-	-	-	1	1,254
Machinery	5	1,734	-	-	1	260	-	-	1	375	-	-
Transportation Equip. ..	7	3,192	1	269	-	-	-	-	-	-	-	-
Electrical Products	26	22,225	3	2,805	-	-	-	-	-	-	-	-
Non-Metallic Minerals ..	5	2,529	-	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals	2	760	-	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	7	3,383	-	-	1	240	-	-	-	-	-	-
Non-Manufacturing ¹	66	115,246	33	79,682	26	23,279	-	-	2	1,202	12	5,419
Forestry	2	1,787	-	-	-	-	-	-	-	-	10	4,816
Mining, quarrying	6	16,136	-	-	3	4,602	-	-	-	-	-	-
Transportation	2	1,265	-	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-	-	-	-
Communications	4	14,113	-	-	1	300	-	-	-	-	-	-
Electric, Gas, Water ...	9	18,261	-	-	-	-	-	-	-	-	-	-
Wholesale Trade	1	400	-	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	1	2,500	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	-	-	-	-
Education	5	4,876	-	-	-	-	-	-	-	-	-	-
Health, Welfare	17	7,679	-	-	-	-	-	-	1	205	-	-
Recreational Services ..	-	-	-	-	-	-	-	-	-	-	-	-
Management Services	1	325	-	-	5	2,172	-	-	-	-	-	-
Personal Services	1	598	-	-	-	-	-	-	-	-	-	-
Miscellaneous Services ..	-	-	-	-	-	-	-	-	-	-	-	-
Federal Admin.	1	495	32	77,182	17	16,205	-	-	1	997	-	-
Provincial Admin.	7	40,953	-	-	-	-	-	-	-	-	-	-
Local Admin.	10	8,358	-	-	-	-	-	-	-	-	2	603

1. Excludes construction

TABLE 5

Length of Service for Six Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Total with 6 weeks vacation provision		Length of Service							
			20 years		21 to 24 years		25 years		26 to 29 years	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries	155	146,761	4	2,437	7	9,645	11	4,990	47	43,869
Manufacturing	90	72,083	3	1,237	4	8,582	6	5,244	26	13,769
Food, Beverages	7	4,477	3	1,237	-	-	1	651	-	-
Tobacco	1	646	-	-	-	-	-	-	-	-
Rubber, Plastics	12	8,476	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-	-	-
Textiles	1	1,365	-	-	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures ..	1	275	-	-	-	-	1	275	-	-
Paper	26	12,525	-	-	-	-	-	-	23	11,640
Printing, Publishing ..	-	-	-	-	-	-	-	-	-	-
Primary Metals	12	25,165	-	-	4	8,582	2	1,783	-	-
Fabricated Metals	8	3,201	-	-	-	-	1	335	-	-
Machinery	4	2,360	-	-	-	-	-	-	3	2,129
Transportation Equip. ..	2	1,440	-	-	-	-	-	-	-	-
Electrical Products	8	8,407	-	-	-	-	1	200	-	-
Non-Metallic Minerals ..	2	602	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-	-
Chemicals	4	1,680	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	2	1,464	-	-	-	-	-	-	-	-
Non-Manufacturing ¹ ...	65	74,678	1	1,200	3	1,063	5	1,746	21	30,100
Forestry	12	6,603	-	-	-	-	-	-	2	1,787
Mining, Quarrying	3	15,525	-	-	1	500	-	-	-	-
Transportation	18	32,231	-	-	-	-	-	-	15	25,223
Storage	1	1,700	-	-	-	-	-	-	1	1,700
Communications	-	-	-	-	-	-	-	-	-	-
Electric, Gas, Water ..	4	1,854	-	-	-	-	-	-	1	330
Wholesale Trade	-	-	-	-	-	-	-	-	-	-
Retail Trade	6	8,734	1	1,200	2	563	-	-	-	-
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	-	-
Education	10	4,045	-	-	-	-	1	208	1	460
Health, Welfare	-	-	-	-	-	-	-	-	-	-
Recreational Services ..	-	-	-	-	-	-	-	-	-	-
Management Services ..	1	212	-	-	-	-	1	212	-	-
Personal Services	-	-	-	-	-	-	-	-	-	-
Miscellaneous Services ..	-	-	-	-	-	-	-	-	-	-
Federal Admin.	-	-	-	-	-	-	-	-	-	-
Provincial Admin.	-	-	-	-	-	-	-	-	-	-
Local admin.	10	3,774	-	-	-	-	3	1,326	1	600

1. Excludes construction

TABLE 5 (Cont'd)

Length of Service for Six Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Length of Service							
	30 Years		Over 30 Years		Changes during Agreement		Other	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries	67	73,671	7	4,883	1	2,220	11	5,046
Manufacturing	45	39,345	5	3,686	1	2,220	-	-
Food, Beverages	3	2,589	-	-	-	-	-	-
Tobacco	1	646	-	-	-	-	-	-
Rubber, Plastics	12	8,476	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-
Textiles	-	-	1	1,365	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-
Paper	2	532	1	353	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-
Primary Metals	6	14,800	-	-	-	-	-	-
Fabricated Metals	7	2,866	-	-	-	-	-	-
Machinery	1	231	-	-	-	-	-	-
Transportation Equip.	2	1,440	-	-	-	-	-	-
Electrical Products	6	5,987	-	-	1	2,220	-	-
Non-Metallic Minerals	1	225	1	377	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-
Chemicals	3	1,159	1	521	-	-	-	-
Miscellaneous Mfg.	1	394	1	1,070	-	-	-	-
Non-Manufacturing ¹	22	34,326	2	1,197	-	-	11	5,046
Forestry	-	-	-	-	-	-	10	4,816
Mining, Quarrying	2	15,025	-	-	-	-	-	-
Transportation	3	7,008	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-
Electric, Gas, Water	3	1,524	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-
Retail Trade	3	6,971	-	-	-	-	-	-
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-
Education	6	2,180	2	1,197	-	-	-	-
Health, Welfare	-	-	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-
Federal Admin.	-	-	-	-	-	-	-	-
Provincial Admin.	-	-	-	-	-	-	-	-
Local Admin.	5	1,618	-	-	-	-	1	230

1. Excludes construction

TABLE 6

Annual Number of Paid Holidays in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Total with provisions for paid holidays		Number of Holidays							
			Less than 9 full days		8 and 2 halves 9 and 9½		9 and 2 halves 10 and 10½		10 and 2 halves 11 and 11½	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries	878	721,851	8	7,888	67	47,214	248	165,586	365	348,602
Manufacturing	460	298,275	5	6,288	52	39,741	114	48,307	160	77,398
Food, Beverages	46	21,462	-	-	4	1,068	24	12,520	10	3,634
Tobacco	3	1,464	-	-	-	-	-	-	-	-
Rubber, Plastics	16	9,601	-	-	-	-	2	979	12	7,982
Leather	9	3,058	1	380	2	630	5	1,388	-	-
Textiles	28	11,585	-	-	5	1,282	8	2,529	11	5,785
Knitting Mills	3	795	-	-	2	495	-	-	1	300
Clothing	9	8,612	3	5,573	6	3,039	-	-	-	-
Wood	14	3,866	-	-	1	222	3	706	10	2,938
Furniture, Fixtures	13	4,368	-	-	2	564	6	2,422	4	1,107
Paper	39	16,924	-	-	2	691	3	929	18	7,307
Printing, Publishing	11	6,582	-	-	6	3,481	5	3,101	-	-
Primary Metals	28	31,389	-	-	11	23,984	3	670	6	3,672
Fabricated Metals	55	19,641	1	335	6	1,996	18	6,540	14	4,489
Machinery	23	15,344	-	-	-	-	5	1,720	6	2,028
Transportation Equip.	55	80,040	-	-	3	1,241	5	3,035	8	2,958
Electrical Products	56	39,390	-	-	-	-	7	1,906	37	27,141
Non-Metallic Minerals	18	8,710	-	-	2	1,048	7	2,574	4	1,405
Petroleum, Oil	3	1,347	-	-	-	-	3	1,347	-	-
Chemicals	14	6,814	-	-	-	-	6	3,740	7	2,640
Miscellaneous Mfg.	17	7,283	-	-	-	-	4	2,201	12	4,012
Non-Manufacturing ¹	418	423,576	3	1,600	15	7,473	134	117,279	205	271,204
Forestry	12	6,603	-	-	-	-	-	-	1	637
Mining, Quarrying	20	25,537	-	-	1	500	14	9,196	3	15,113
Transportation	36	51,074	1	1,141	3	1,770	22	28,223	9	18,660
Storage	2	1,925	-	-	1	225	-	-	-	-
Communications	8	32,281	-	-	-	-	5	26,713	2	4,941
Electric, Gas, Water	14	19,924	-	-	-	-	4	2,057	8	17,322
Wholesale Trade	6	1,706	-	-	1	244	3	850	1	300
Retail Trade	19	36,200	-	-	1	1,080	14	21,115	4	14,005
Finance, Insurance, Real Estate	2	701	-	-	-	-	-	-	1	501
Education	54	26,241	-	-	2	788	2	530	33	18,504
Health, Welfare	102	38,547	-	-	-	-	50	20,767	49	16,919
Recreational Services	3	704	2	459	1	245	-	-	-	-
Management Services	8	2,999	-	-	1	290	3	967	3	1,402
Personal Services	19	8,249	-	-	4	2,331	13	5,271	2	647
Miscellaneous Services	2	571	-	-	-	-	2	571	-	-
Federal Admin.	51	94,797	-	-	-	-	1	591	50	94,206
Provincial Admin.	7	40,953	-	-	-	-	-	-	7	40,953
Local Admin.	53	34,564	-	-	-	-	1	428	32	27,094

1. Excludes construction.

TABLE 6 (Cont'd)

Annual Number of Paid Holidays in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Number of Holidays											
	11 and 2 halves		12 and 2 halves		13 and 2 halves		14 or more full days		Varies with Employees Covered		Changes during Agreement	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	103	54,413	36	27,438	33	61,599	5	1,500	5	1,898	8	5,713
Manufacturing	62	35,073	29	25,513	30	59,801	1	445	4	1,698	3	4,011
Food, Beverages	6	2,860	1	630	1	750	-	-	-	-	-	-
Tobacco	-	-	-	-	3	1,464	-	-	-	-	-	-
Rubber, Plastics	1	230	1	410	-	-	-	-	-	-	-	660
Leather	-	-	-	-	-	-	-	-	-	-	1	-
Textiles	1	248	3	1,741	-	-	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures ..	1	275	-	-	-	-	-	-	-	-	-	-
Paper	12	6,062	3	1,490	-	-	1	445	-	-	-	-
Printing, Publishing ..	-	-	-	-	-	-	-	-	-	-	-	-
Primary Metals	3	1,229	2	616	2	953	-	-	1	265	-	-
Fabricated Metals	7	2,474	7	3,122	1	350	-	-	-	-	1	335
Machinery	7	4,766	2	849	3	5,981	-	-	-	-	-	-
Transportation Equip ..	11	6,521	7	15,628	19	49,553	-	-	2	1,104	-	-
Electrical Products ..	8	6,405	2	593	-	-	-	-	1	329	1	3,016
Non-Metallic Minerals ..	4	2,933	-	-	1	750	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals	-	-	1	434	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	1	1,070	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing ¹ ..	41	19,340	7	1,925	3	1,798	4	1,055	1	200	5	1,702
Forestry	11	5,966	-	-	-	-	-	-	-	-	-	-
Mining, Quarrying	1	525	1	203	-	-	-	-	-	-	-	-
Transportation	-	-	-	-	1	1,280	-	-	-	-	-	-
Storage	1	1,700	-	-	-	-	-	-	-	-	-	-
Communications	1	627	-	-	-	-	-	-	-	-	-	-
Electric, Gas, Water ..	2	545	-	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	1	312	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	1	200	-	-
Education	8	4,046	3	904	1	206	4	1,055	-	-	1	208
Health, Welfare	3	861	-	-	-	-	-	-	-	-	-	-
Recreational Services ..	-	-	-	-	-	-	-	-	-	-	-	-
Management Services ..	-	-	1	340	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous Services ..	-	-	-	-	-	-	-	-	-	-	-	-
Federal Admin.	-	-	-	-	-	-	-	-	-	-	-	-
Provincial Admin.	-	-	-	-	-	-	-	-	-	-	-	-
Local Admin.	14	5,070	2	478	-	-	-	-	-	-	4	1,494

1. Excludes construction

TABLE 7

Pay for Work on Paid Holidays in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Total with Provisions for Pay for Work on Paid Holidays				Holiday Pay, Plus Time and One-half				Paid Day Off, plus Time and One-half			
	Agmts	Emps	Agmts	Emps	Agmts	Emps	Agmts	Emps	Agmts	Emps	Agmts	Emps
All Industries	872	713,636	14	4,212	276	177,918	283	236,022	22	11,234	10	8,506
Manufacturing	459	295,379	9	2,481	161	73,397	209	159,904	4	1,485	-	-
Food, Beverages	46	21,462	-	-	21	7,612	15	9,135	2	525	-	-
Tobacco	3	1,464	-	-	-	-	3	1,464	-	-	-	-
Rubber, Plastics	16	9,601	-	-	-	-	16	9,601	-	-	-	-
Leather	9	3,058	3	856	4	1,490	2	712	-	-	-	-
Textiles	28	11,585	-	-	13	4,400	10	3,446	-	-	-	-
Knitting Mills	3	795	1	220	1	300	1	275	-	-	-	-
Clothing	8	5,716	-	-	8	5,716	-	-	-	-	-	-
Wood	14	3,866	-	-	8	2,323	5	1,267	-	-	-	-
Furniture, Fixtures	13	4,368	1	200	6	2,101	6	2,067	-	-	-	-
Paper	39	16,924	-	-	7	2,164	8	3,052	-	-	1	450
Printing, Publishing	11	6,582	-	-	-	-	6	4,069	1	-	-	-
Primary Metals	28	31,389	-	-	14	7,359	7	-	-	-	-	-
Fabricated Metals	55	19,641	1	335	20	7,141	26	8,576	-	-	-	-
Machinery	23	15,344	-	-	8	2,585	15	12,759	-	-	-	-
Transportation Equip	55	80,040	1	232	13	5,077	38	73,796	-	-	-	-
Electrical Products	56	39,390	-	-	22	18,741	30	18,581	-	-	-	-
Non-Metallic Minerals	18	8,790	-	-	6	2,026	9	4,273	-	-	-	-
Petroleum, Oil	3	1,347	-	-	-	-	-	-	-	-	-	-
Chemicals	14	6,814	1	350	4	1,658	4	1,395	-	-	-	-
Miscellaneous Mfg.	17	7,283	1	288	6	2,704	8	2,571	1	650	-	1,070
Non-Manufacturing ¹	413	418,257	5	1,731	115	104,521	74	76,118	18	9,749	10	8,506
Forestry	12	6,603	-	-	-	-	-	-	-	-	-	1
Mining, Quarrying	20	25,537	-	-	17	24,678	-	-	-	-	-	637
Transportation	34	49,662	2	910	25	41,924	2	2,245	-	-	-	-
Storage	2	1,925	-	-	1	225	1	1,700	-	-	-	-
Communications	8	32,281	-	-	-	-	1	200	-	-	-	-
Electric, Gas, Water	14	19,924	-	-	1	244	5	1,462	-	-	-	-
Wholesale Trade	6	1,706	-	-	4	4,749	15	31,451	-	-	-	-
Retail Trade	19	36,200	-	-	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate	2	701	-	-	2	701	-	-	-	-	-	-
Education	53	22,441	-	-	14	7,241	28	10,105	2	604	-	-
Health, Welfare	102	38,547	-	-	21	8,457	-	-	3	819	-	11,052
Recreational Services	3	704	-	-	2	459	-	-	-	-	-	-
Management Services	6	2,447	-	-	1	290	2	1,092	-	-	-	-
Personal Services	19	8,249	1	279	5	2,885	1	359	1	949	1	500
Miscellaneous Services	2	571	-	-	1	321	-	-	-	-	-	-
Federal Admin.	52	95,470	-	-	5	3,185	3	7,091	8	5,849	-	3,935
Provincial Admin.	7	40,953	-	-	-	-	-	-	-	-	1	4,071
Local Admin.	52	34,336	2	542	16	9,162	4	1,694	4	1,528	8	4,339

1. Excludes construction.

TABLE 7 (Cont'd)

Pay for Work on Paid Holidays in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1977

Industry	Holiday Pay or Paid Day Off, Plus						Varies with Hours Worked, or Holiday						Varies with Employees Covered		Other ²		
	Straight Time		Time and One-half Time		Double Time		Emp1s		Agmts		Emp1s		Agmts		Emp1s		
	Agmts	Emp1s	Agmts	Emp1s	Agmts	Emp1s	Agmts	Emp1s	Agmts	Emp1s	Agmts	Emp1s	Agmts	Emp1s	Agmts	Emp1s	
All Industries	8	3,503	45	77,499	15	8,409	117	129,348	7	6,625	57	41,812					
Manufacturing	1	763	2	931	5	3,074	52	45,507	3	2,040	11	4,277					
Food, Beverages	-	-	-	-	-	-	-	-	6	3,055	-	-	2	1,135	-	-	
Tobacco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Rubber, Plastics	-	-	-	-	-	-	-	-	5	3,739	-	-	-	-	-	-	
Leather	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Textiles	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Knitting Mills	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clothing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wood	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Furniture, Fixtures	-	2	931	1	250	13	6,187	2	1,784	5	2,106						
Paper	1	763	-	2	1,190	1	250	-	6,187	2	1,784	-	-	1	210	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	6	20,955	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	-	-	8	3,589	-	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machinery	-	-	-	-	-	-	-	-	3	935	1	256	-	-	-	-	-
Transportation Equip.	-	-	-	-	-	-	-	-	3	1,812	1	256	-	-	-	-	-
Electrical Products	-	-	-	-	-	-	-	-	1	777	-	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-	-	-	5	3,411	-	-	-	-	2	550	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	7	2,740	43	76,568	10	5,335	65	83,841	4	4,585	46	37,535				
Non-Manufacturing	-	-	-	-	-	-	-	-	11	5,966	-	-	-	-	-	-	-
Forestry	-	-	-	-	-	-	-	-	2	656	-	-	-	-	1	203	-
Mining, Quarrying	-	-	-	-	-	-	-	-	5	4,583	-	-	-	-	-	-	-
Transportation	-	-	-	-	-	-	-	-	3	5,668	-	-	-	-	-	-	-
Storage	-	-	-	4	26,413	-	-	-	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1,205	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, Insurance,	-	-	-	-	-	-	-	-	-	-	-	-	-	-	250	3	1,761
Real Estate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	12,031	-
Education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health, Welfare	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Management Services	5	1,640	2	550	1	450	-	-	1	310	-	-	-	-	1	300	-
Personal Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,219	-
Miscellaneous Services	-	1	673	5	3,283	-	1	1,195	-	22	60,170	-	-	-	8	-	-
Federal Admin.	-	-	2	35,823	1	900	-	2	748	3	4,335	4	6,816	-	-	-	-
Provincial Admin.	-	1	427	-	2	774	-	2	-	-	-	-	-	-	-	-	-

1. Excludes construction.

2. Including pay varies with number of hours worked plus an option of 1 day pay or 1 day off; or cents per hour or flat sum addition to wages, commissions, etc.

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14	Life Insurance and Accidental Death and Dis- memberment Insurance Plans in Ontario Collective Agreements, February 1976
15	Paid Vacations and Paid Holiday in Ontario Collective Agreements, July 1976
16	O.H.I.P., Major Medical, Prescription and Dental Plans in Ontario Collective Agreements, April 1976
17	Overtime Compensation and Meal Allowances in Ontario Collective Agreements, August 1976
18	Sick Leave Plans & Weekly Sickness and Accident Indemnity Insurance Plans in Ontario Collective Agreements, March 1976
19	Selected Provisions in Ontario Collective Bargaining Agreements, September 1976
	• Reporting, Call-back and Stand-by Pay
	• Shift, Saturday and Sunday Premiums
	• Work Clothing, Safety Equipment and Tool Allowances
20	Cost-of-Living Provisions in Ontario Collective Bargaining Agreements, October 1976
21	Paid Absence Provisions in Ontario Collective Bargaining Agreements, June 1976
22	Severance Pay Plans in Ontario Collective Bargaining Agreements, December 1976

